

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## U.S. Geological Survey:USGS

For 1st Quarter 2009 for period ending December 31, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Number of Complaints Filed	13	11	23	14	14	5
Number of Complainants	13	11	23	14	14	4
Repeat Filers	0	0	0	0	0	1

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	5	1	5	3	7	2
Color	3	1	1	1	1	1
Religion	1	1	0	1	0	0
Reprisal	7	4	12	6	6	3
Sex	5	4	8	5	3	1

National Origin	1	2	4	2	2	1
Equal Pay Act	1	0	0	0	0	0
Age	3	1	11	4	5	3
Disability	3	2	3	4	4	1
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
Appointment/Hire	0	0	1	1	0	0
Assignment of Duties	1	1	2	1	4	1
Awards	1	0	3	1	0	0
Conversion to Full-time	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	0	1	1	2	1	0
Suspension	1	0	1	2	1	0
Removal	0	0	0	0	1	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	1	0	0
Evaluation Appraisal	0	0	2	3	6	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	6	4	12	9	6	2
Sexual	0	2	0	1	0	0

Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	2	0	1	0	0
Promotion/Non-Selection	7	3	10	1	4	4
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	1	1	0	0
Reasonable Accommodation	0	1	1	1	3	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Termination	1	1	2	3	2	0
Terms/Conditions of Employment	2	1	1	0	1	1
Time and Attendance	0	0	3	3	1	0
Training	1	1	1	2	0	0
Other	0	0	1	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	229.00	208.27	183.60	179.12	178.71	190.00
Average number of days in final action	0	146.60	114.75	179.80	142.75	201.33

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	212.67	207.29	181.75	181.20	182.00	190.00
Average number of days in final action	0	33.00	22.75	34.50	1.00	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	241.25	209.12	184.06	178.18	177.40	190.00
Average number of days in final action	0	175.00	160.75	232.64	163.00	201.33
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2009Thru12-31</b>
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Total Complaints Dismissed by Agency	0	2	1	0	3	1
Average days pending prior to dismissal	0	50	384	0	74	125
<b>Complaints Withdrawn by Complainants</b>						

[illegible]

[illegible]

[illegible]

[illegible]







Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	100	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data									
			Previous Fiscal Year Data					2009Thru12-31				
			2004	2005	2006	2007	2008					
Total complaints from previous Fiscal Years			6	19	14	20	14	15				
Total Complainants			6	19	14	20	14	15				
Number complaints pending												
Investigation			0	0	0	0	0	4				
ROI issued, pending Complainant's action			0	0	0	0	0	0				
Hearing			0	0	0	0	0	4				
Final Agency Action			3	2	1	0	1	2				

Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2009Thru12- 31</b>
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	2	0	3	0	1	0